HUMAN RELATIONS

# training news...

AND NOTES

ISSUED BY THE NATIONAL TRAINING LABORATORIES OF THE NATIONAL EDUCATION ASSOCIATION

VOL. 2, NO. 6 1201 SIXTEENTH STREET, N.W. WASHINGTON 6, D.C. JAN.-FEB.-MAR. 1958

## NTL ASSOCIATES

At the October meeting of NTL's Advisory Board and Program and Planning Committee (now combined and known as the "National Board of NTL") a new grouping, called "NTL Associates," was created.

Composed of professional people involved in training and research in the area of human relations and group development, this group will constitute a responsible and interested body for helping in developing direction and encouraging growth of laboratory activities.

Approximately fifty persons, chosen from a larger list of people to the end of achieving the largest possible spread of constituency, have been invited to join. Others will be invited periodically. From NTL Associates four of the eight new members of the National Board will be elected each year.

By accepting the invitation to become an NTL Associate, a person agrees to help maintain NTL Labs, to participate, if elected, on the National Board and its committees, and to participate in a minimum of one lab every two years, if invited.

Nominations are received by the National Board, and voted on by the training and research panel of the board every year.

Of those already invited to membership in NTL Associates, the following have accepted: Chris Argyris, Richard Beckhard, Kenneth Benne, Warren Bennis, Max Birnbaum, Bill Blaesser, Robert Blake, Edward Bordin, Hubert Coffey, Stephen Corey, Charles Ferguson, Jack Gibb, John Glidewell, Max Goodson, Gordon Hearn, Kenneth Herrold, Evelyn Hooker, Murray Horwitz, David Jenkins, Gale Jensen, Robert Kahn, Stanford Kight, Donald Klein, Gilbert Krulee, Harold Leavitt, Traugott Lindner, Ronald Lippitt, Robert Luke, Floyd Mann, Douglas McGregor, John Midworth, Matthew Miles, Edward Moe, Alvin North, Donald Nylen, Donald Orton, Warren Schmidt, Paul Sheats, Herbert Shepard, Dorothy Stock, Richard Wallen, Roy Whitman, Henry Work, Leland Bradford, Gordon Lippitt.

## ELEMENTARY SCHOOL PRINCIPALS LAB

A pioneering step forward in the in-service training of educators is the First Leadership Skills Workshop for Elementary School Principals, to be held at the NTL Conference House, Bethel, Maine, August 10-22, 1958. This important program is being sponsored by the Department of Elementary School Principals, NEA, and conducted by National Training Laboratories.

Staff will be drawn from the following: Stephen Corey; Robert E. Eaves, Department of Elementary School Principals, NEA; Max Goodson; Bob Luke; Matt Miles; Dorothy E. Newbauer, Department of Elementary School Principals; Herb Thelen, Lee Bradford and Bob Vandivier. The training program will be coordinated by Gordon Lippitt.

## "ARDEN HOUSE III" HELD

NTL's Third Annual Management Work Conference was held at Arden house, Harriman, New York, Jan. 26-Feb. 7. An Alumni advanced training program was included in the Lab this year, which drew a group of some 58 delegates from twenty states and two foreign countries. Forty-five different companies and organizations were represented.

Staff included: Dick Beckhard, Jack Gibb Murray Horwitz, Ren Likert, Doug McGregor, Lee Bradford, and Gordon Lippitt.

## NTL IN PUERTO RICO

NTL will be visiting Puerto Rico March 3-14 for three training programs. There will be a Trainer-Development Program for Puerto Rican Bethel alumni, a 2-day program for alumni of NTL's 1957 Coamo Lab for Hospital Administrators, and a 5-day Administrative Leadership Workshop for Government Administrators. Staff are Ken Benne, Lee Bradford, and Bob Luke.

## COMMUNITY EDUCATIONAL LEADERSHIP SCHOOL

Training community teams of educators and laymen to meet educational crises was a goal of the Leadership School given Jan. 14-18 at Cedar City, Utah, and sponsored by the Utah Education Association. Staff included Ken Benne, Bill Blaesser, Charlain Drennen, William Dyer, Martin Erickson, Ruby Fletcher, Afton Forsgen, Kenneth Hardy, Bill and Ida Hill, Marie Hugh, Francis McKinley, Mary McMillan, Weldon Moffitt, Merva Morris, and Lee Bradford.

This school was a unique experiment, which will be carried forward by the Inter-Mountain Adult Education Association in Denver, March 23-25.

## CANCER SOCIETY LEADERSHIP SCHOOL

The New Jersey Division of the American Cancer Society held its 1958 Leadership Institute at Atlantic City, January 23-26. NTL has done a number of training and consultation projects with the American Cancer Society. Staff included Harold Fildey, Gordon Lippitt and Bob Vandivier.

## "OUR FUTURE GOES TO SCHOOL TODAY"

This is the theme for the 1958 NEA Convention in Cleveland. As you probably know, NEA is embarking on an exciting "Expanded Program." If you are professionally connected with education in America, join the NEA and give support to its effective work for America's educational enterprise!

For further information, please contact Membership Division, NEA, 1201-16th Street, N.W., Washington 6, D.C.

## BETHEL, 1958

Official announcements are out, applications are coming in rapidly for NTL's Twelfth Annual Summer Laboratory in Human Relations Training, at Bethel, Maine. Session I is June 15-July 4, and Session II is July 13-August 1. This summer's program is characterized by a new 4-part arrangement. Besides the regular delegate program, there will be an Advanced Program for those who have participated in previous sessions of NTL at Bethel, or one of the regional Laboratories. In Addition to this Advanced Program, there will be two Special Advanced Programs. These latter will be developments from our Alumni programs of the last few years at Bethel. One will be for Human Relations Trainers, and the other for Staff and Action Leaders.

## SUMMER LABS IN MASSACHUSETTS AND NEW MEXICO

Announcements have been received of two other summer laboratory programs: Boston University's Fifth Annual Workshop in the Improvement of Human Relations, at North Andover, Mass., July 14-August 8, 1958. (Kenneth Benne, Director, Boston University Human Relations Center, 270 Bay State Road, Boston 15, Mass.)

The Fourth Annual Training Laboratory in Human Relations, at Taos, New Mexico, August 10-23, 1958. (Robert R. Blake, Director, Human Relations Training Laboratory The University of Texas, Austin, 12, Texas.)

## FOCUS ON GOOD TEACHING

The NEA and the State Education Associations of Washington, Oregon, and Idaho are jointly sponsoring two regional instructional conferences in Boise and Portland, Feb. 16-22. The theme is "Focus on Good Teaching of All Children."

The methods used will include lecture, discussion, informal consultation, and skill practice.

The NEA Staff Committee is comprised of Lyle Ashby, Assistant Executive Secretary of NEA and member of the National Board of NTL; Ethel Thompson, NEA Consultant for Elementary Education; and Gordon Lippitt.

## NEWS FROM ABROAD

Denmark: Paul Marschall writes that he is involved in a new course in group psychology for adult educators in Copenhagen.

Germany: Ingeborg Bauer writes from Wiesbaden that her "Buro fur Staatsburgerliche Frauenarbeit" is engaged in many interesting training programs for German women, including courses in political action, parent-teacher work, and cultural exchange.

Holland: Jan Van Ierland, of Kriebergen, writes that the Foundation Training Courses and Research, at Delft, with which he is currently engaged, is preparing part of a study trip for a group of Americans to Denmark, Holland, Belgium, and France in 1958. "Trow" Trowbridge is reported as planning from the U.S.

Bernard Lievegoed, writing from Zeist, relates his applications of Bethel learnings to industrial groups and training of vocational school staff. He reports developing interesting variations in training methodology, including the use of daily feedback sessions based on observers' analyses of tape recordings.

## YPO WIVES MEET

The Young Presidents' Organization Wives' seminar was held January 27-29 in Stillwater, Minnesota. Sponsored by the YPO this unique program encouraged 24 wives of industrial executives to give critical examination to their roles, and to become involved in human relations sensitivity training. Staff were Harold Fildey and Malcolm Knowles.

## BETHEL ALUMNI MEETING

The Washington-Baltimore Area Second Session 1957 Bethel Alumni group met for their third dinner meeting, Feb. 8, at the home of Art Gutman in Baltimore. Dr. Jerome Frank discussed "Group Therapy, T-Groups and discussion Groups."

## ELEMENTARY PRINCIPALS' INSTITUTE

The Elementary School Principals of Washington, D.C., had a two-day Institute on Human Relations January 21-22. Staff were Harold Fildey, Gordon Lippitt, and Bob Vandivier.

## NTL NATIONAL ORGANIZATION ADVISORY COMMITTEE MEETS

The National Organizations Advisory Committee to NTL met February 11 in the Board Room of the new NEA Building in Washington, D.C. The continuing role, function, and contributions of NTL to the work of national organizations were discussed. Present were: Max Birnbaum, The American Jewish Committee; Buck Buchmueller, Child Study Association of America; Ted Butterworth, National Society for Crippled Children and Adults; Sal G. Cicetti, American Cancer Society; George Corwin, National Board of the YMCA; Wilma Dean Henry, American Cancer Society; Margaret Mealey, National Council of Catholic Women; Lee Parker, Girl Scouts of America; Helen Rowe, Campfire Girls; Mary Settle, Council of National Organizations; Bob Shea, American National Red Cross; Glenn E. Snow, National Education Association; Margaret Wingert, Association of Junior Leagues of America; Lee Bradford, Gordon Lippitt and Bob Vandivier.

It was decided to hold a Nov. 30-Dec. 10, 1958 "Leadership for Organizational Effectiveness; a Training Laboratory for National Organization Personnel."

## IN-SERVICE TRAINING COOPERATIVELY SPONSORED

May 16-17, is another step in an interesting experimental series of programs for Building Representatives of the teachers' professional organizations of Baltimore. Over approximately a year's time, the NEA, Maryland State Teachers' Association, and Baltimore School Teachers' Association, have cooperated in the sponsorship of in-training service for these teachers. Three separate institutes have been planned as well as a number of planning and consultation contacts with the staff of the various organizations. NTL has worked with other NEA staff on this significant project.

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"Words without action are the Assassins of idealism."

-Herbert Hoover

## ABOUT PEOPLE WE KNOW

NTL was deeply saddened to learn of the death of Rosemary Lippitt on January 30, 1958. For a number of years she had been associated with the Bethel Labs and other important work in human relations. Her contributions to learning and growth are cherished by many co-workers and students.

Tom Bennett and Cynthia Wedel were the staff of a week-end Human Relations Lab workshop for new board members of the National Board of the Women's Guild of the Evangelical and Reformed Church, held at Oberlin, Ohio, Jan. 6 to 8. The women involved have responsibility for training volunteer church workers throughout the nation.

Ren Likert, Director of the University of Michigan's Institute for Social Research, has been named president-elect of the American Statistical Association.

## HAVE YOU READ ???

THE DYNAMICS OF PLANNED CHANGE, by Ronald Lippitt, Jeanne Watson, and Bruce Westley. (Hartcourt, Brace and Co., New York, 1958, pp. 312.) This is a survey and analysis for theoretical understanding of the helping relationship in efforts to change individual, small group, organization, and community "client-systems," with a discussion of further research and professional training needs in this area.

NTL gratefully acknowledges being included in the dedication of this important book.

SOME APPLICATIONS OF BEHAVIORAL RESEARCH, edited by Rensis Likert and Samuel P. Hayes, Jr. (UNESCO, 1957, pp. 333.) This book reports on meetings, sponsored by the Foundation for Research on Human Behavior, of social scientists and practitioners from business and other organizations. It is a fusion of research and organizational experience.

HOW SUCCESSFUL EXECUTIVES HANDLE PEOPLE, 12 Studies on Communications and Management Skills. (Harvard Business Review.) Reprints of articles of 1948-1954.

OVERCOMING OBSTACLES IN DISCUSSION AND CURRENT AFFAIRS, (The Junior Town Meeting League, 356 Washington St., Middleton, Conn., 1957, pp. 32.) This organization is devoted to the fostering of the discussion of current affairs and the study of controversial issues by youth. Directed toward teachers and adults interested in vital secondary education, the booklet gives concrete suggestions for the modification of the resisting forces impeding free discussion of interesting and controversial issues as an integral part of the school program.

CHILDREN TOGETHER: INTEGRATION IN PUBLIC EDUCATION. (American Jewish Congress, 15 E. 84 Street, New York, N.Y. pp. 62.) Information on the historical, legal, and social-psychological aspects of American segregation, north and south. Included is a "case history" of the program of integration of the Board of Education of the City of New York.

DYNAMICS OF GROUP ACTION by D.M. Hall. (The Interstate Printers & Publishers, Inc. Danville, Illinois, 1957, pp. 240.)

BETTER STAFF MEETINGS--AND YOU, by John Hader. (Society for Personnel Administration, 5506 Connecticut Avenue, N.W., Washington, D.C., 1957.) One of a series of educational leaflets.

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